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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF CONTRA COSTA

ROSE MCQUITTA WRONA, an individual,
and JAMES MAGEE, an individual, on behalf of
herself, the State of California as a private
attorney general, and all others similarly
situated,

Plaintiffs,

v.

SAGE VETERINARY CENTERS, LP, a
California corporation; and DOES 1 TO 50,

Defendants.

Case Number: C23-00888

**First Amended Class and PAGA
Representative Action Complaint For:**

1. Failure to Pay All Minimum Wages,
2. Failure to Pay All Overtime Wages,
3. Failure to Provide Rest Periods and Pay Missed Rest Period Premiums,
4. Failure to Provide Meal Periods and Pay Missed Meal Period Premiums,
5. Failure to Maintain Accurate Employment Records,
6. Failure to Pay Wages Timely during Employment,
7. Failure to Pay All Wages Earned and Unpaid at Separation,
8. Failure to Indemnify All Necessary Business Expenditures,
9. Failure to Furnish Accurate Itemized Wage Statements, and

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- 10.** Violations of California’s Unfair Competition Law (Bus. & Prof. Code, §§ 17200–17210), and
 - 11.** Civil Penalties Under the Private Attorney General Act (Labor Code § 2699 *et seq.*).

Demand for Jury Trial

1 Plaintiffs Rose McQuitta Wrona and James Magee (“Plaintiffs”), on behalf of themselves, the
2 State of California as a private attorney general, and all other similarly situated employees within the
3 State of California, complains and alleges of defendants Sage Veterinary Centers, LP and Does 1 to 50
4 (collectively, “Defendants”), and each of them, as follows:

5 **I. INTRODUCTION**

6 1. This is a class action complaint brought pursuant to California Code of Civil Procedure
7 section 382.

8 2. The “Class Period” as used herein, is defined as the period from August 25, 2022 and
9 continuing into the present and ongoing. Defendants’ violations of California’s laws as described more
10 fully below have been ongoing throughout the Class Period and are still ongoing.

11 3. Plaintiffs bring this class action on behalf of themselves and the following class: *All*
12 *individuals who are or were employed by Defendants as non-exempt employees in California during*
13 *the Class Period* (the “Class Members”). (Code Civ. Proc., § 382.)

14 4. Plaintiffs bring this action on behalf of themselves and the Class Members, as a class
15 action, against Defendants for:

- 16 A. Failure to pay all minimum wages,
- 17 B. Failure to pay all overtime wages,
- 18 C. Failure to provide rest periods and pay missed rest period premiums,
- 19 D. Failure to provide meal periods and pay missed meal period premiums,
- 20 E. Failure to maintain accurate employment records,
- 21 F. Failure to pay wages timely during employment,
- 22 G. Failure to pay all wages earned and unpaid at separation,
- 23 H. Failure to indemnify all necessary business expenditures,
- 24 I. Failure to furnish accurate itemized wage statements, and
- 25 J. Violations of California’s Unfair Competition Law (“UCL”) (Bus. & Prof.
26 Code, §§ 17200–17210).

27 5. This action is also a representative action brought pursuant to the California Labor Code
28 Private Attorneys General Act of 2004 (“PAGA”), codified at California Labor Code sections 2698

1 through 2699.6.

2 6. The “PAGA Period” as used herein, is defined as the period from August 25, 2022, and
3 continuing into the present and ongoing.

4 7. This PAGA action is brought on behalf of Plaintiffs, the State of California as private
5 attorney general, and on behalf of the following aggrieved employees: *All individuals who are or were*
6 *employed by Defendants as non-exempt employees in California during the PAGA Period* (the
7 “Aggrieved Employees”).

8 8. Plaintiffs are informed and believe and thereon allege that the California Industrial
9 Welfare Commission (“IWC”) Wage Orders applicable to the facts of this case are IWC Wage Orders
10 4-2001, 5-2001, and/or 17-2001 (the “Applicable Wage Orders”) and possibly others that may be
11 applicable. (Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170.) Plaintiffs reserve the right to amend
12 or modify the definition of “Applicable Wage Orders” with greater specificity or add additional IWC
13 Wage Orders if additional applicable wage orders are discovered in litigation.

14 **II. JURISDICTION & VENUE**

15 9. This Court has subject matter jurisdiction over all causes of action asserted herein
16 pursuant to Article VI, section 10, of the California Constitution and Code of Civil Procedure section
17 410.10 because this is a civil action in which the matter in controversy, exclusive of interest, exceeds
18 \$25,000, and because each cause of action asserted arises under the laws of the State of California or
19 is subject to adjudication in the courts of the State of California.

20 10. This Court has personal jurisdiction over Defendants because Defendants have caused
21 injuries in the County of Contra Costa and the State of California through their acts, and by their
22 violation of the California Labor Code and California state common law. Defendants transact millions
23 of dollars of business within the State of California. Defendants own, maintain offices, transact
24 business, have an agent or agents within the County of Contra Costa, and/or otherwise are found within
25 the County of Contra Costa, and Defendants are within the jurisdiction of this Court for purposes of
26 service of process.

27 11. Venue as to Defendants is proper in this judicial district, pursuant to section 395 of the
28 Code of Civil Procedure. Defendants operate within California and do business within Contra Costa

County, California. The unlawful acts alleged herein have a direct effect on Plaintiffs and all of Defendants' employees identified above within Contra Costa County and surrounding counties where Defendants may remotely operate.

12. This matter is not appropriate for removal under the Class Action Fairness Act (28 U.S.C. § 1332) as the amount in controversy for Plaintiffs' and the Class Members' claims, in aggregate, is less than \$5 million. Additionally, all the allegations herein occurred in the State of California. As such, even if the amount in controversy did exceed \$5 million this matter would still not be appropriate for removal under the "local controversy" exception to the Class Action Fairness Act. (28 U.S.C. § 1332, subd. (d)(4)(A).)

III. THE PARTIES

A. PLAINTIFFS

13. At all relevant times, Plaintiffs, who are over the age of 18, was and currently are citizens of California residing in the State of California. Defendants employed Plaintiffs as non-exempt hourly employees in the County of Contra Costa.

14. Plaintiffs bring this action on behalf of themselves and the following class pursuant to section 382 of the Code of Civil Procedure as follows: *All individuals who are or were employed by Defendants as non-exempt employees in California during the Class Period* (the "Class Members").

15. The Class Members, at all times pertinent hereto, are or were employees of Defendants during the relevant statutory period.

B. DEFENDANTS

16. Plaintiffs are informed and believe and thereon allege that Defendants were authorized to and doing business in Contra Costa County and is and/or was the legal employer of Plaintiffs, the Class Members, and the Aggrieved Employees during the applicable statutory periods. Plaintiffs, the Class Members, and the Aggrieved Employees were, and are, subject to Defendants' policies and/or practices complained of herein and have been deprived of the rights guaranteed to them by: California Labor Code sections 201, 202, 203, 204, 210, 226, 226.3, 226.7, 256, 510, 512, 1174, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2804, and others that may be applicable; California Business and Professions Code sections 17200 through 17210 ("UCL"); and the Applicable Wage

1 Orders (Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170).

2 17. Plaintiffs are informed and believe, and based thereon allege, that during the Class
3 Period, Defendants did (and continue to do) business in the State of California, County of Contra Costa.

4 18. Plaintiffs do not know the true names or capacities, whether individual, partner, or
5 corporate, of the defendants sued herein as Does 1 to 50, inclusive, and for that reason, said defendants
6 are sued under such fictitious names, and Plaintiffs will seek leave from this Court to amend this
7 complaint when such true names and capacities are discovered. Plaintiffs are informed, and believe,
8 and thereon allege, that each of said fictitious defendants, whether individual, partners, or corporate,
9 were responsible in some manner for the acts and omissions alleged herein, and proximately caused
10 Plaintiffs, the Class Members, and the Aggrieved Employees to be subject to the unlawful employment
11 practices, wrongs, injuries, and damages complained of herein.

12 19. Plaintiffs informed, and believe, and thereon allege, that at all times mentioned herein,
13 Defendants were and/or are the employers of Plaintiffs, the Class Members, and the Aggrieved
14 Employees. At all times herein mentioned, each of said Defendants participated in the doing of the acts
15 hereinafter alleged to have been done by the named Defendants. Furthermore, the Defendants, and each
16 of them, were the agents, servants, and employees of each and every one of the other Defendants, as
17 well as the agents of all Defendants, and at all times herein mentioned were acting within the course
18 and scope of said agency and employment. Defendants, and each of them, approved of, condoned, or
19 otherwise ratified every one of the acts or omissions complained of herein.

20 20. At all relevant times, Defendants, and each of them, were members of and engaged in a
21 joint venture, partnership, and common enterprise, and acting within the course and scope of and in
22 pursuance of said joint venture, partnership, and common enterprise. Further, Plaintiffs are informed,
23 and believe, and thereon allege, that all Defendants were joint employers for all purposes of Plaintiffs,
24 the Class Members, and the Aggrieved Employees.

25 **IV. COMMON FACTS & ALLEGATIONS**

26 21. Plaintiffs, the Class Members, and the Aggrieved Employees (collectively, the “Class
27 Members”) are, and were at all relevant times, employed by the Defendants within the State of
28 California.

1 22. Plaintiffs, the Class Members, and the Aggrieved Employees are, and were, at all
2 relevant times, non-exempt employees for the purposes of minimum wages, overtime, rest breaks, meal
3 periods, and the other claims alleged in this complaint.

4 23. Specifically, Plaintiffs were employed by Defendants within the statutory Class Period,
5 working as hourly, non-exempt registered veterinary technicians for Defendants.

6 **A. MINIMUM WAGE VIOLATIONS**

7 24. Labor Code section 1197 requires employees to be paid at least the minimum wage fixed
8 by the IWC, and any payment of less than the minimum wage is unlawful. Similarly, Labor Code
9 section 1194 entitles “any employee receiving less than the legal minimum wage . . . to recover in a
10 civil action the unpaid balance of the full amount of this minimum wage.” Likewise, the Applicable
11 Wage Orders also obligate employers to pay each employee minimum wages for all hours worked.
12 (Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170.) Labor Code section 1198 makes unlawful the
13 employment of an employee under conditions that the IWC Wage Orders prohibit.

14 25. These minimum wage standards apply to each hour that employees work. Therefore, an
15 employer’s failure to pay for any particular time worked by an employee is unlawful, even if averaging
16 an employee’s total pay over all hours worked, paid or not, results in an average hourly wage above
17 minimum wage. (*Armenta v. Osmose, Inc.* (2005) 135 Cal.App.4th 314, 324.)

18 26. Here, Defendants failed to fully conform their pay practices to the requirements of the
19 law during the relevant statutory periods. Plaintiffs, the Class Members, and the Aggrieved Employees
20 were not compensated for all hours worked including, but not limited to, all hours they were subject to
21 the control of Defendants and/or suffered or permitted to work under the California Labor Code and
22 the Applicable Wage Orders. Among other violations, Plaintiffs, the Class Members, and the
23 Aggrieved Employees were subject to the control of Defendants while off-the-clock and did not receive
24 minimum wage for each hour worked.

25 27. Additionally, Plaintiffs, the Class Members, and the Aggrieved Employees were not
26 paid all wages for all hours worked due to Defendants’ uniform payroll policies and practices that
27 unfairly rounded employees’ wages to the detriment of Plaintiffs, the Class Members, and the
28 Aggrieved Employees. This rounding policy routinely failed to capture the entirety of the hours

1 Plaintiffs, the Class Members, and the Aggrieved Employees worked and was structured in a way that
2 in favored underpayment. (See *See's Candy Shops, Inc. v. Superior Court* (2012) 210 Cal.App.4th 889,
3 907.) As a result, Plaintiffs, the Class Members, and the Aggrieved Employees suffered periodic
4 shortages in the hours for which they were compensated. This uncompensated time violated
5 California's requirement that employees be compensated for all hours worked. As a result of this
6 practice, Plaintiffs, the Class Members, and the Aggrieved Employees were not compensated their
7 minimum wages for all hours worked.

8 28. Labor Code sections 1194, subdivision (a), and 1194.2, subdivision (a), provide that an
9 employer who has failed to pay its employees the legal minimum wage is liable to pay those employees
10 the unpaid balance of the unpaid wages as well as liquidated damages in an amount equal to the wages
11 due and interest thereon.

12 29. When employees, such as Plaintiffs, the Class Members, and the Aggrieved Employees,
13 are not paid for all hours worked under Labor Code section 1194, they are entitled to recover minimum
14 wages for the time which they received no compensation. (See *Sillah v. Command International*
15 *Security Services* (N.D. Cal. 2015) 154 F.Supp.3d 891 [employees suing for failure to pay overtime
16 could recover liquidated damages under Labor Code section 1194.2 if they also showed they were paid
17 less than minimum wage].)

18 30. Labor Code section 1197.1 authorizes employees who are paid less than the minimum
19 wage fixed by an applicable state or local law, or by an order of the IWC, a civil penalty, among other
20 damages, as follows:

21 (1) "For any initial violation that is intentionally committed, one
22 hundred dollars (\$100) for each underpaid employee for each pay period
23 for which the employee is underpaid."

24 (2) "For each subsequent violation for the same specific offense, two
25 hundred fifty dollars (\$250) for each underpaid employee for each pay
26 period for which the employee is underpaid regardless of whether the
27 initial violation is intentionally committed." (Lab. Code, § 1197.1, subd.
28 (a).)

1 31. As set forth above, Defendants failed to fully compensate Plaintiffs, the Class Members,
2 and the Aggrieved Employees for all minimum wages. Accordingly, Plaintiffs, the Class Members,
3 and the Aggrieved Employees are entitled to recover liquidated damages for violations of Labor Code
4 section 1197.1.

5 32. Based upon these same factual allegations, Plaintiffs, the Class Members, and the
6 Aggrieved Employees are likewise entitled to penalties under Labor Code sections 1199.

7 **B. OVERTIME VIOLATIONS**

8 33. Labor Code section 510 requires employers to compensate employees who work more
9 than eight hours in one workday, forty hours in a workweek, and for the first eight hours worked on
10 the seventh consecutive day no less than one and one-half times the regular rate of pay for an employee.
11 (Lab. Code, § 510, subd. (a).) Further, Labor Code section 510 obligates employers to compensate
12 employees at no less than twice the regular rate of pay when an employee works more than twelve
13 hours in a day or more than eight hours on the seventh consecutive day of work. (Lab. Code, § 510,
14 subd. (a).) These rules are also reflected in the Applicable Wage Orders.

15 34. In accordance with Labor Code section 1194 and the Applicable Wage Orders,
16 Plaintiffs, the Class Members, and the Aggrieved Employees could not then agree and cannot now
17 agree to work for a lesser wage than the amount provided by Labor Code sections 510 or the Applicable
18 Wage Orders.

19 35. Here, Defendants violated their duty to accurately and completely compensate
20 Plaintiffs, the Class Members, and the Aggrieved Employees for all overtime worked. Plaintiffs, the
21 Class Members, and the Aggrieved Employees periodically worked hours that entitled them to overtime
22 compensation under the law but were not fully compensated for those hours.

23 36. Moreover, during the relevant statutory periods, Defendants had a policy and practice
24 of failing to pay overtime wages at the proper rate when it actually paid overtime. Specifically, when
25 Defendants paid overtime wages to Plaintiffs, the Class Members, and the Aggrieved Employees,
26 Defendants failed to include all compensation when calculating the regular rate of pay used in overtime
27 calculations and when paying overtime.

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1 37. For instance, Plaintiffs, the Class Members, and the Aggrieved Employees would often
2 receive, along with their hourly rates of pay for their working hours, additional remuneration and/or
3 non-discretionary bonus pay. Defendants, however, calculated the regular rate of pay for Plaintiffs, the
4 Class Members, and the Aggrieved Employees without factoring into the regular rate of pay all other
5 non-hourly pay earnings received during the pay period. As a result, Plaintiffs, the Class Members, and
6 the Aggrieved Employees were underpaid overtime wages when they worked in excess of eight hours
7 in any workday and/or forty hours in a workweek when such additional forms of remuneration were
8 earned. By its practice of periodically requiring Plaintiffs, the Class Members, and the Aggrieved
9 Employees to work in excess of eight hours in a workday and/or forty hours in a workweek without
10 compensating them at the rate of one and one-half (1½) their regular rate of pay, Defendants willfully
11 violated the provisions of Labor Code sections 510, 1194, and 1199.

12 38. These actions were and are in clear violation of California’s overtime laws as set forth
13 in Labor Code sections 510, 1194, 1199, and the Applicable Wage Orders. (Cal. Code of Regs., tit. 8,
14 §§ 11040, 11050, 11170.) As a result of Defendants’ faulty policies and practices, Plaintiffs, the Class
15 Members, and the Aggrieved Employees were not compensated for all hours worked or paid accurate
16 overtime compensation.

17 **C. DONNING AND DOFFING VIOLATIONS**

18 39. As explained above, employers are required to pay employees at least the applicable
19 minimum wage for all hours worked. (Lab. Code, §§ 1194, 1197.) “Hours worked,” for these purposes,
20 includes “activities, such as the donning and doffing of specialized protective gear, that are performed
21 either before or after the regular work shift . . .” (*IBP, Inc. v. Alvarez* (2005) 546 U.S. 21, 30 [126
22 S.Ct. 514, 521], internal quotation marks omitted.) As one court noted:

23 “All activities which are an integral and indispensable part of the principal
24 activities for which covered workmen are employed, including the donning and
25 doffing of specialized protective gear either before or after the regular work
26 shift, are compensable under the FLSA.” (*Pehle v. Dufour* (E.D. Cal., Sept. 28,
27 2012, No. 2:06-CV-1889-EFB) 2012 WL 4490955, at p. 8, internal quotation
28 marks omitted; see also *Aguilar v. Ass’n for Retarded Citizens* (1991) 234

1 Cal.App.3d 21, 34 [“[F]ederal law does not control unless it is more beneficial
2 to employees than the state law.”].)

3 40. Thus, a failure to pay employees for their time donning and doffing clothing and
4 equipment is a violation of law. (See *Steiner v. Mitchell* (1956) 350 U.S. 247, 256 [76 S.Ct. 330, 335]
5 [time spent by private employees at a battery plant changing clothes and showering before and after
6 shifts was compensable because the activities were necessary to protect the workers from toxins in the
7 workplace]; *IBP, Inc. v. Alvarez, supra*, 546 U.S. 21, 37–42 [time spent by meat processing plant
8 employees walking between locker rooms and production areas after donning special safety gear in the
9 locker rooms is compensable, as it is time employees spent waiting to doff protective clothes because
10 that time was not a “preliminary or postliminary activity” excluded from coverage].)

11 41. Here, Plaintiffs, the Class Members, and the Aggrieved Employees were and are
12 periodically required to don specialized accoutrements necessary for their work. At such times,
13 Defendants had a policy and practice of requiring Plaintiffs, the Class Members, and the Aggrieved
14 Employees to arrive at work early to engage in preparation and donning/doffing activities before
15 clocking in for their shift.

16 42. Likewise, Plaintiffs, the Class Members, and the Aggrieved Employees were and are
17 periodically required to remove those accoutrements after the conclusion of their work. At such times,
18 Defendants had a policy and practice of requiring Plaintiffs, the Class Members, and the Aggrieved
19 Employees to stay beyond the conclusion of their shift to engage in these removal activities after
20 clocking out.

21 43. None of the time spent engaging in these donning or doffing activities is or was
22 compensated by Defendants. As a result, Plaintiffs, the Class Members, and the Aggrieved Employees
23 were not compensated for all hours worked. These donning and doffing violations resulted in additional
24 overtime violations, as well as non-compliant meal and rest periods.

25 **D. REST BREAK VIOLATIONS**

26 44. Pursuant to Labor Code section 226.7 and the Applicable Wage Orders, Defendants
27 were and are required to provide Plaintiffs, the Class Members, and the Aggrieved Employees with
28 compensated, duty-free rest periods of not less than ten minutes for every major fraction of four hours

1 worked. Under the Applicable Wage Orders, an employer must authorize and permit all employees to
2 take ten minute duty free rest periods for every major fraction of four hours worked. (Cal. Code of
3 Regs., tit. 8, §§ 11040, 11050, 11170.)

4 45. Likewise, Labor Code section 226.7 provides that “[a]n employer shall not require an
5 employee to work during a meal or rest or recovery period mandated pursuant to an applicable statute,
6 or applicable regulation, standard, or order of the Industrial Welfare Commission” (Lab. Code, §
7 226.7, subd. (b).) Labor Code section 226.7 also provides that employers must pay their employees one
8 additional hour of pay at the employee’s regular rate for each workday that a “meal or rest or recovery
9 period is not provided.” (Lab. Code, § 226.7, subd. (c).) The “regular rate” for these purposes must
10 factor in all nondiscretionary payments for work performed by the employee, including non-
11 discretionary bonuses, commissions, and other forms of wage payments exceeding the employees’ base
12 hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC* (2021) 11 Cal.5th 858, 878.) Thus, the Wage
13 Orders set when and for how long the rest period must take place and the Labor Code establishes that
14 violations of the IWC Wage Orders are unlawful and sets forth the premium pay employer must pay
15 their employees when employers fail to provide rest periods.

16 46. The California Supreme Court has held that, during required rest periods, “employers
17 must relieve their employees of all duties and relinquish any control over how employees spend their
18 break time.” (*Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, 260.) Relinquishing
19 control over employees during rest periods requires that employees be “free to leave the employer’s
20 premises” and be “permitted to attend to personal business.” (*Id.* at p. 275.) The *Brinker* Court
21 explained in the context of rest breaks that employer liability attaches from adopting an unlawful
22 policy:

23 “An employer is required to authorize and permit the amount of rest break time
24 called for under the wage order for its industry. If it does not—if, for example,
25 it adopts a uniform policy authorizing and permitting only one rest break for
26 employees working a seven-hour shift when two are required—it has violated
27 the wage order and is liable.” (*Brinker Rest. Corp. v. Superior Court* (2012) 53
28 Cal.4th 1004, 1033.)

1 47. Here, Defendants periodically did not permit Plaintiffs, the Class Members, and the
2 Aggrieved Employees to take compliant duty-free rest breaks, free from Defendants' control as
3 required by Labor Code section 226.7, the Applicable Wage Orders, and applicable precedent. (See
4 *Augustus v. ABM Security Services, Inc.* (2016) 2 Cal.5th 257, 269 [concluding that "during rest periods
5 employers must relieve employees of all duties and relinquish control over how employees spend their
6 time."].) At all relevant times, Plaintiffs, the Class Members, and the Aggrieved Employees were
7 periodically not provided with legally-compliant and timely rest periods of at least ten minutes for each
8 four hour work period, or major fraction thereof due to Defendants' unlawful rest period
9 policies/practices. Plaintiffs, the Class Members, and the Aggrieved Employees were often expected
10 and required to continue working through rest periods to meet the expectations Defendants and finish
11 the workday. In some cases when Plaintiffs, the Class Members, and the Aggrieved Employees worked
12 more than ten hours in a shift, Defendants failed to authorize and/or permit a third mandated rest period.
13 As a result, Plaintiffs, the Class Members, and the Aggrieved Employees were periodically unable to
14 take compliant rest periods.

15 48. In such cases where Defendants did not offer Plaintiffs, the Class Members, and the
16 Aggrieved Employees the opportunity to receive a compliant off-duty rest period, "the court may not
17 conclude employees voluntarily chose to skip those breaks." (*Alberts v. Aurora Behavioral Health*
18 *Care* (2015) 241 Cal.App.4th 388, 410 (2015) ["If an employer fails to provide legally compliant meal
19 or rest breaks, the court may not conclude employees voluntarily chose to skip those breaks."]; *Brinker*
20 *Rest. Corp. v. Superior Court, supra*, 53 Cal.4th at p. 1033 ["No issue of waiver ever arises for a rest
21 break that was required by law but never authorized; if a break is not authorized, an employee has no
22 opportunity to decline to take it."].)

23 49. In addition to failing to authorize and permit compliant rest periods, Plaintiffs, the Class
24 Members, and the Aggrieved Employees were not compensated with one hour's worth of pay at their
25 regular rate of compensation when they were not provided with a compliant rest period in accordance
26 with Labor Code section 226.7, subdivision (c). Thus, Defendants have violated Labor Code section
27 226.7 and the Applicable Wage Orders.

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1 50. Based on the foregoing, Plaintiffs seek to recover, on behalf of themselves and other
2 non-exempt employees, rest period premiums and penalties.

3 **E. MEAL BREAK VIOLATIONS**

4 51. Labor Code section 512 and the Applicable Wage Orders require employers to provide
5 employees with a thirty-minute uninterrupted and duty-free meal period within the first five hours of
6 work. (Lab. Code, § 512, subd. (a) [“An employer shall not employ an employee for a work period of
7 more than five hours per day without providing the employee with a meal period of not less than 30
8 minutes”]; Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170 [“No employer shall employ any
9 person for a work period of more than five (5) hours without a meal period of not less than 30
10 minutes”].) Additionally, an employee who works more than ten hours per day is entitled to
11 receive a second thirty-minute uninterrupted and duty-free meal period. (Lab. Code, § 512, subd. (a)
12 [“An employer shall not employ an employee for a work period of more than 10 hours per day without
13 providing the employee with a second meal period of not less than 30 minutes”].)

14 52. “An on-duty meal period is permitted only when the nature of the work prevents an
15 employee from being relieved of all duty and the parties agree in writing to an on-duty paid meal
16 break.” (*Lubin v. The Wackenhut Corp.* (2016) 5 Cal.App.5th 926, 932.) The written agreement must
17 include a provision allowing the employee to revoke it at any time. (*Ibid.*) Generally, the California
18 Department of Industrial Relations, Division of Labor Standards Enforcement (“DLSE”) and courts
19 have “found that the nature of the work exception applies: (1) where the work has some particular
20 external force that requires the employee to be on duty at all times, and (2) where the employee is the
21 sole employee of a particular employer.” (*Id.* at p. 945, internal quotation marks omitted; *Abdullah v.*
22 *U.S. Security Associates, Inc.* (9th Cir. 2013) 731 F.3d 952, 958–959.) “[I]t is the employer’s obligation
23 to determine whether the nature of the work prevents an employee from being relieved before requiring
24 an employee to take an on-duty meal period.” (*Lubin v. The Wackenhut Corp.*, *supra*, 5 Cal.App.5th at
25 p. 946.)

26 53. Here, Plaintiffs, the Class Members, and the Aggrieved Employees were never asked to
27 sign any enforceable document agreeing to an on-duty meal period. Moreover, nothing in the nature of
28 their work involved the kind of “external force” that might justify on-duty meal breaks. (*Lubin v. The*

1 *Wackenhut Corp.*, *supra*, 5 Cal.App.5th at p. 945.) Nevertheless, Defendants periodically did not
2 provide compliant off-duty meal periods within the first five hours of work for Plaintiffs, the Class
3 Members, and the Aggrieved Employees.

4 54. As with rest breaks, meal breaks must be duty-free. (*Brinker Restaurant Corp. v.*
5 *Superior Court* (2012) 53 Cal.4th 1004, 1035 [“The IWC’s wage orders have long made a meal period’s
6 duty-free nature its defining characteristic.”].) Relinquishing control over employees during meal
7 periods requires that employees be “free to leave the employer’s premises” and be “permitted to attend
8 to personal business.” (*Augustus v. ABM Security Services, Inc.*, *supra*, 2 Cal.5th at p. 275.) Under
9 Labor Code section 512, if an employer maintains a uniform policy that does not authorize and permit
10 the amount of meal time called for under the law (as specified in the Labor Code and/or applicable
11 IWC Wage Order), “it has violated the wage order and is liable.” (*Brinker Restaurant Corp. v. Superior*
12 *Court*, *supra*, 53 Cal.4th at p. 1033.)

13 55. During the applicable statutory periods here, Plaintiffs, the Class Members, and the
14 Aggrieved Employees were periodically denied legally-compliant and timely off-duty meal periods of
15 at least thirty minutes due to Defendants’ unlawful meal period policy and practices. As a result of
16 Defendants’ uniform meal period policies and practices, Plaintiffs, the Class Members, and the
17 Aggrieved Employees were often not permitted to take compliant first meal periods before the end of
18 the fifth hour of work. Plaintiffs, the Class Members, and the Aggrieved Employees were also
19 periodically not permitted to take second meal periods for shifts in excess of ten hours. Defendants thus
20 violated Labor Code section 512 and the Applicable Wage Orders by failing to advise, authorize, or
21 permit Plaintiffs, the Class Members, and the Aggrieved Employees to receive thirty-minute, off-duty
22 meal periods within the first five hours of their shifts.

23 56. Labor Code section 226.7 provides that “[a]n employer shall not require an employee
24 to work during a meal or rest or recovery period mandated pursuant to an applicable statute, or
25 applicable regulation, standard, or order of the Industrial Welfare Commission.” (Lab. Code, § 226.7,
26 subd. (b).) Labor Code section 226.7, subdivision (c), and the Applicable Wage Orders further obligate
27 employers to pay employees one additional hour of pay at the employee’s regular rate of compensation
28 for each workday that the meal period is not provided. (Lab. Code, § 226.7, subd. (c); Cal. Code of

1 Regs., tit. 8, §§ 11040, 11050, 11170 [“If an employer fails to provide an employee a meal period in
2 accordance with the applicable provisions of this order, the employer shall pay the employee one (1)
3 hour of pay at the employee’s regular rate of compensation for each workday that the meal period is
4 not provided.”].) The “regular rate” for these purposes must factor in all nondiscretionary payments for
5 work performed by the employee, including non-discretionary bonuses, commissions, and other forms
6 of wage payments exceeding the employees’ base hourly rate. (*Ferra v. Loews Hollywood Hotel, LLC*
7 (2021) 11 Cal.5th 858, 878.)

8 57. Accordingly, for each day that Plaintiffs, the Class Members, and the Aggrieved
9 Employees did not receive compliant meal periods, they were and are entitled to receive meal period
10 premiums pursuant to Labor Code section 226.7 and the Applicable Wage Orders. Defendants,
11 however, failed to pay Plaintiffs, the Class Members, and the Aggrieved Employees applicable meal
12 period premiums for many workdays that the employees did not receive a compliant meal period. Thus,
13 Defendants have violated Labor Code section 226.7 and the Applicable Wage Orders.

14 58. Based on the foregoing, Plaintiffs seek to recover, on behalf of themselves and other
15 non-exempt employees, meal period premiums and penalties.

16 **F. UNTIMELY WAGES DURING EMPLOYMENT**

17 59. Labor Code section 204 expressly requires employers who pay employees on a weekly,
18 biweekly, or semimonthly basis to pay all wages “not more than seven calendar days following the
19 close of the payroll period.” Labor Code section 210, subdivision (a), makes employers who violate
20 Labor Code section 204 subject to a penalty of:

21 “(1) For any initial violation, one hundred dollars (\$100) for each
22 failure to pay each employee.

23 “(2) For each subsequent violation, or any willful or intentional
24 violation, two hundred dollars (\$200) for each failure to pay each
25 employee, plus 25 percent of the amount unlawfully withheld.” (Lab.
26 Code, § 210, subd. (a).)

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1 60. Notably, the penalty provided by Labor Code section 210 is “[i]n addition to, and
2 entirely independent and apart from, any other penalty provided in this article” (Lab. Code, § 210,
3 subd. (a).)

4 61. Due to Defendants’ failure to pay the Class Members the wages described above, along
5 with rest and meal break premiums, Defendants failed to timely pay the Class Members within seven
6 calendar days following the close of payroll in accordance with Labor Code section 204 on a regular
7 and consistent basis. (See *Parson v. Golden State FC, LLC* (N.D. Cal., May 2, 2016, No. 16-CV-00405-
8 JST) 2016 WL 1734010, at p. *3–5, 2016 U.S. Dist. LEXIS 58299 [finding that a failure to pay rest
9 period premiums can support claims under Labor Code sections 203 and 204].)

10 **G. UNTIMELY WAGES AT SEPARATION**

11 62. Labor Code section 203 provides “if an employer willfully fails to pay . . . any wages
12 of an employee who is discharged or who quits, the wages of the employee shall continue as a penalty”
13 for up to thirty days. (Lab. Code § 203; *Mamika v. Barca* (1998) 68 Cal.App.4th 487, 492.) As a result
14 of Defendants’ failure to pay Plaintiffs, the Class Members, and the Aggrieved Employees for the
15 wages described above, along with rest and meal break premiums, Defendants violated and continue
16 to violate Labor Code section 203.

17 63. Due to Defendants’ faulty pay policies, Plaintiffs, the Class Members, and the
18 Aggrieved Employees whose employment with Defendants concluded were not compensated for each
19 and every hour worked at the appropriate rate. Defendants have failed to pay Plaintiffs, the Class
20 Members, and the Aggrieved Employees whose sums were certain at the time of termination within at
21 least seventy-two hours of their resignation and have failed to pay those sums for thirty days thereafter.

22 **H. FAILURE TO REIMBURSE BUSINESS EXPENSES**

23 64. At all relevant times herein, Defendants were subject to Labor Code section 2802, which
24 states that “an employer shall indemnify his or her employees for all necessary expenditures or losses
25 incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her
26 obedience to the directions of the employer.” The purpose of this section is to “prevent employers from
27 passing along their operating expenses onto their employees.” (*Gattuso v. Harte-Hanks Shoppers, Inc.*
28 (2007) 42 Cal.4th 554, 562.)

1 65. At all relevant times herein, Defendants were subject to Labor Code section 2804, which
2 states that “any contract or agreement, express or implied, made by any employee to waive the benefits
3 of this article or any part thereof, is null and void, and this article shall not deprive any employee or his
4 personal representative of any right or remedy to which he is entitled under the laws of this State.”

5 66. Thus, Plaintiffs, the Class Members, and the Aggrieved Employees were and are entitled
6 to reimbursement for the expenses they incurred during the course of their duties. The duty to reimburse
7 even extends to the use of equipment the employee may already own and would be required to pay for
8 anyway. (*Cochran v. Schwan’s Home Serv., Inc.* (2014) 228 Cal.App.4th 1137, 1144 [“The threshold
9 question in this case is this: Does an employer always have to reimburse an employee for the reasonable
10 expense of the mandatory use of a personal cell phone, or is the reimbursement obligation limited to
11 the situation in which the employee incurred an extra expense that he or she would not have otherwise
12 incurred absent the job? The answer is that reimbursement is always required. Otherwise, the employer
13 would receive a windfall because it would be passing its operating expenses on to the employee.”].)

14 67. Here, Defendants failed to fully reimburse Plaintiffs, the Class Members, and the
15 Aggrieved Employees for necessary expenditures incurred as a direct consequence and requirement of
16 performing their job duties, including the costs associated with their personal cell phone they required
17 to perform their work. Consequently, Defendants failed to comply with Labor Code section 2802.

18 **I. WAGE STATEMENT VIOLATIONS**

19 68. Defendants also failed to provide accurate itemized wage statements in accordance with
20 Labor Code sections 226, subdivisions (a)(1), (2), (5), and (9). Labor Code section 226, subdivision
21 (a), obligates employers, semi-monthly or at the time of each payment to furnish an itemized wage
22 statement in writing showing:

- 23 (1) The gross wages earned;
- 24 (2) The total hours worked by the employee;
- 25 (3) The number of piece-rate units earned and any applicable piece
26 rate if the employee is paid on a piece rate basis;
- 27 (4) All deductions, provided that all deductions made on written
28 orders of the employee may be aggregated and shown as one item;

- (5) The net wages earned;
- (6) The inclusive dates of the period for which the employee is paid;
- (7) The name of the employee and only the last four digits of his or her social security number or an employee identification number other than a social security number;
- (8) The name and address of the legal entity that is the employer; and
- (9) All applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

69. Due to Defendants' failure to pay Plaintiffs, the Class Members, and the Aggrieved Employees properly as described above, the wage statements issued do not indicate the correct amount of gross wages earned, total hours worked, or the net wages earned, or the applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate. Thus, Defendants have violated Labor Code section 226, subdivisions (a)(1), (2), (5), and (9).

70. In addition to Labor Code section 226, subdivision (a), Defendants also knowingly and intentionally failed to provide Plaintiffs, the Class Members, and the Aggrieved Employees with accurate itemized wage statements in violation of Labor Code section 226, subdivision (e). Defendants knew that they were not providing Plaintiffs, the Class Members, and the Aggrieved Employees with wage statements required by California law but nevertheless failed to correct their unlawful practices and policies. (See *Garnett v. ADT LLC* (E.D. Cal. 2015) 139 F.Supp.3d 1121, 1134 [finding the defendant knowingly and intentionally violated Labor Code section 226 because the "[d]efendant knew that it was not providing total hours worked to plaintiff or other employees paid on commission" even though it believed that employees paid solely on commission or commission and salary "are exempt and therefore we do not record hours on a wage statement."].)

J. RECORDKEEPING VIOLATIONS

71. Labor Code section 226, subdivision (a), requires employers to keep an accurate record of, among other things, all hours worked by employees. Labor Code section 226.3 provides, in pertinent part, as follows:

1 “Any employer who violates subdivision (a) of Section 226 shall be subject to a
2 civil penalty in the amount of two hundred fifty dollars (\$250) per employee per
3 violation in an initial citation and one thousand dollars (\$1,000) per employee
4 for each violation in a subsequent citation, for which the employer fails to
5 provide the employee a wage deduction statement or fails to keep the records
6 required in subdivision (a) of Section 226. The civil penalties provided for in
7 this section are in addition to any other penalty provided by law.” (Lab. Code, §
8 226.3, emphasis added.)

9 72. Likewise, Labor Code section 1174, subdivision (d), requires every employer, including
10 Defendants, to:

11 “Keep, at a central location in the state or at the plants or establishments at which
12 employees are employed, payroll records showing the hours worked daily by
13 and the wages paid to, and the number of piece-rate units earned by and any
14 applicable piece rate paid to, employees employed at the respective plants or
15 establishments. These records shall be kept in accordance with rules established
16 for this purpose by the commission, but in any case shall be kept on file for not
17 less than three years. An employer shall not prohibit an employee from
18 maintaining a personal record of hours worked, or, if paid on a piece-rate basis,
19 piece-rate units earned.” (Lab. Code, § 1174, subd. (d), emphasis added.)

20 73. As explained in detail above, Defendants failed to provide Plaintiffs, the Class
21 Members, and the Aggrieved Employees with accurate itemized wage statements. Defendants did so,
22 in part, because they failed to accurately track hours worked by Plaintiffs, the Class Members, and the
23 Aggrieved Employees. Defendants have thus failed to keep accurate records of the “total hours worked
24 by the employee[s]” in violation of Labor Code section 226, subdivision (a), and are therefore subject
25 to the penalties provided by Labor Code section 226.3. These penalties are “in addition to any other
26 penalty provided by law.” (Lab. Code, § 226.3.)

27 74. The failure to accurately track hours worked also resulted in a failure of Defendants to
28 keep a record of all “payroll records showing the hours worked daily by” Defendants’ employees,

including Plaintiffs, the Class Members, and the Aggrieved Employees, in violation of Labor Code section 1174, subdivision (d).

V. CLASS ACTION ALLEGATIONS

75. As mentioned above, Plaintiffs bring this action on behalf of themselves and the Class Members pursuant to section 382 of the Code of Civil Procedure.

76. **Numerosity/Ascertainability:** The Class Members are so numerous that joinder of all members would be unfeasible and not practicable. The membership of the class is unknown to Plaintiffs at this time; however, it is estimated that the number of Class Members is greater than 100 individuals. The identity of such membership is readily ascertainable via inspection of Defendants' employment records.

77. **Common Questions of Law and Fact Predominate/Well Defined Community of Interest:** There are common questions of law and fact as to Plaintiffs and all other similarly situated non-exempt employees, which predominate over questions affecting only individual members including, without limitation to:

A. Whether Defendants' pay policies/practices resulted in a failure to pay the Class Members for all hours worked, including all minimum wages;

B. Whether Defendants' pay policies/practices resulted in a failure to pay the Class Members for all required overtime wages at the Class Members' regular rate of pay;

C. Whether Defendants' rest period policies and practices afforded legally compliant rest periods or compensation in lieu thereof;

D. Whether Defendants' meal period policies and practices afforded legally compliant meal periods or compensation in lieu thereof;

E. Whether Defendants maintained accurate employment records;

F. Whether Defendants timely paid all wages during employment;

G. Whether Defendants timely paid all wages earned and unpaid at separation;

H. Whether Defendants indemnified their employees for all necessary business expenditures;

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1 I. Whether Defendants furnished legally-compliant wage statements to the Class
2 Members pursuant to Labor Code section 226; and

3 J. Whether Defendants' violations of the Labor Code and the Applicable Wage
4 Orders amounted to a violation of California's UCL.

5 78. **Predominance of Common Questions:** Common questions of law and fact
6 predominate over questions that affect only individual Class Members. The common questions of law
7 set forth above are numerous and substantial and stem from Defendants' uniform policies and practices
8 applicable to each individual class member, such as Defendants' uniform policy and practice of failing
9 to pay for all hours worked, Defendants' uniform policies and practices which failed to provide
10 compliant rest periods, Defendants' uniform policies and practices which failed to provide compliant
11 meal periods, Defendants' failure to provide accurate itemized wage statements, and others. As such,
12 the common questions predominate over individual questions concerning each individual class
13 member's showing as to his or her eligibility for recovery or as to the amount of his or her damages.

14 79. **Typicality:** The claims of Plaintiffs are typical of the claims of the Class Members
15 because Plaintiffs were employed by Defendants as a non-exempt employee in California during the
16 statute(s) of limitation applicable to each cause of action pleaded in this complaint. As alleged herein,
17 Plaintiffs, like the other Class Members, were deprived of minimum, regular, and overtime wages
18 because of Defendants' unlawful timekeeping policies and practices, were deprived of rest periods and
19 premium wages in lieu thereof, were deprived of meal periods and premium wages in lieu thereof, were
20 subject to Defendants' uniform rest period policies and practices, were subject to Defendants' uniform
21 meal period policies and practices, were not provided accurate itemized wage statements, were not paid
22 all wages in full and on time, and were subject to other similar policies and practices to which the Class
23 Members were subject.

24 80. **Adequacy of Representation:** Plaintiffs are fully prepared to take all necessary steps
25 to represent fairly and adequately the interests of the Class Members. Moreover, Plaintiffs' attorneys
26 are ready, willing, and able to fully and adequately represent the Class Members and Plaintiffs.
27 Plaintiffs' attorneys have prosecuted numerous wage-and-hour class actions in state and federal court
28 in the past and are committed to vigorously prosecuting this action on behalf of the Class Members.

1 81. **Superiority:** The California Labor Code is broadly remedial in nature and serves an
2 important public interest in establishing minimum working conditions and standards in California.
3 These laws and labor standards protect the average working employee from exploitation by employers
4 who have the responsibility to follow the laws and who may seek to take advantage of superior
5 economic and bargaining power in setting onerous terms and conditions of employment. The nature of
6 this action and the format of laws available to Plaintiffs and the Class Members make the class action
7 format a particularly efficient and appropriate procedure to redress the violations alleged herein. If each
8 employee were required to file an individual lawsuit, Defendants would necessarily gain an
9 unconscionable advantage since they would be able to exploit and overwhelm the limited resources of
10 each individual plaintiff with their vastly superior financial and legal resources.

11 82. Moreover, requiring each Class Member to pursue an individual remedy would also
12 discourage the assertion of lawful claims by employees who would be disinclined to file an action
13 against their former or current employer for real and justifiable fear of retaliation and permanent
14 damages to their careers at subsequent employment. Further, the prosecution of separate actions by the
15 individual Class Members, even if possible, would create a substantial risk of inconsistent or varying
16 verdicts or adjudications with respect to the individual Class Members against Defendants herein, and
17 which would establish potentially incompatible standards of conduct for Defendants or legal
18 determinations with respect to individual Class Members which would, as a practical matter, be
19 dispositive of the interest of the other Class Members not parties to adjudications or which would
20 substantially impair or impede the ability of the Class Members to protect their interests.

21 83. Further, the claims of the individual Class Members are not sufficiently large to warrant
22 vigorous individual prosecution considering the concomitant costs and expenses attending thereto. As
23 such, the Class Members identified above are maintainable as a class under section 382 of the Code of
24 Civil Procedure.

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1 **VI. CAUSES OF ACTION**

2 **First Cause of Action**

3 *Failure to Pay All Minimum Wages*

4 *(Against All Defendants)*

5 84. Plaintiffs reallege and incorporate by reference all previous paragraphs.

6 85. Section 4 of the Applicable Wage Orders and Labor Code section 1197 establish the
7 right of employees to be paid minimum wages for all hours worked, in amounts set by state law. (Lab.
8 Code, § 1197; Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170.) Labor Code sections 1194,
9 subdivision (a), and 1194.2, subdivision (a), provide that an employee who has not been paid the legal
10 minimum wage as required by Labor Code section 1197 may recover the unpaid balance, together with
11 attorneys' fees and costs of suit, as well as liquidated damages in an amount equal to the unpaid wages
12 and interest accrued thereon.

13 86. Here, Defendants failed to fully conform their pay practices to the requirements of the
14 law during the relevant statutory periods. Plaintiffs and the other Class Members were not compensated
15 for all hours worked including, but not limited to, all hours they were subject to the control of
16 Defendants and/or suffered or permitted to work under the Labor Code and the Applicable Wage
17 Orders.

18 87. Labor Code section 1198 makes unlawful the employment of an employee under
19 conditions that the IWC Wage Orders prohibit. Labor Code sections 1194, subdivision (a), and 1194.2,
20 subdivision (a), provide that an employer who has failed to pay its employees the legal minimum wage
21 is liable to pay those employees the unpaid balance of the unpaid wages as well as liquidated damages
22 in an amount equal to the wages due and interest thereon.

23 88. As a direct and proximate result of Defendants' unlawful conduct as alleged herein,
24 Plaintiffs and the other Class Members have sustained economic damages, including but not limited to
25 unpaid wages and lost interest, in an amount to be established at trial, and they are entitled to recover
26 economic and statutory damages and penalties and other appropriate relief because of Defendants'
27 violations of the Labor Code and Applicable Wage Orders.

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1 89. Defendants' practices and policies regarding illegal employee compensation are
2 unlawful and create an entitlement to recovery by Plaintiffs and the other Class Members in a civil
3 action for the unpaid amount of minimum wages, liquidated damages, including interest thereon,
4 statutory penalties, attorney's fees, and costs of suit according to Labor Code sections 204, 218.5,
5 1194, 1194.2, 1197, and 1198, and Code of Civil Procedure section 1021.5.

6 **Second Cause of Action**

7 *Failure to Pay All Overtime Wages*

8 *(Against All Defendants)*

9 90. Plaintiffs reallege and incorporate by reference all previous paragraphs.

10 91. This cause of action is brought pursuant to Labor Code sections 204, 510, 1194, and
11 1198, which provide that non-exempt employees are entitled to overtime wages for all overtime hours
12 worked and provide a private right of action for the failure to pay all overtime compensation for
13 overtime work performed. At all times relevant herein, Defendants were required to properly pay
14 Plaintiffs and the other Class Members for all overtime wages earned pursuant to Labor Code section
15 1194 and the Applicable Wage Orders. Defendants caused Plaintiffs and the other Class Members to
16 work overtime hours but did not compensate them at one and one-half times their regular rate of pay
17 for such hours in accordance with California law. Likewise, Defendants caused Plaintiffs and the other
18 Class Members to work double-time hours but did not compensate them at twice their regular rate of
19 pay for such hours in accordance with California law.

20 92. Defendants failed to fully conform their pay practices to the requirements of California
21 law. This unlawful conduct includes but is not limited to Defendants' uniform and unlawful pay
22 policies and practices of failing to accurately record all the time that non-exempt employees were under
23 the supervision and control of Defendants. The foregoing policies and practices are unlawful and allow
24 Plaintiffs and the other Class Members to recover in a civil action the unpaid amount of overtime
25 premiums owing, including interest thereon, statutory penalties, attorney's fees, and costs of suit
26 according to Labor Code section 204, 510, 1194, and 1198, the Applicable Wage Orders, and Code of
27 Civil Procedure section 1021.5.

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1 **Third Cause of Action**

2 *Failure to Provide Rest Periods and Pay Missed Rest Period Premiums*

3 *(Against All Defendants)*

4 93. Plaintiffs reallege and incorporate by reference all previous paragraphs.

5 94. Section 12 of the Applicable Wage Orders, and Labor Code section 226.7 establish the
6 right of employees to be provided with a rest period of at least ten minutes for each four hour period
7 worked, or major fraction thereof. (See Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170.)

8 95. Due to Defendants' unlawful rest period policies and practices described in detail above,
9 Defendants did not authorize and permit Plaintiffs and the other Class Members to take all rest periods
10 to which they were legally entitled. Despite Defendants' violations, Defendants have not paid an
11 additional hour of pay to Plaintiffs and the other Class Members at their respective regular rates of pay
12 for each violation, in accordance with California Labor Code section 226.7.

13 96. The foregoing violations create an entitlement to recovery by Plaintiffs and the other
14 Class Members in a civil action for the unpaid amount of rest period premiums owing, including interest
15 thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Orders, and California
16 Labor Code section 226.7.

17 **Fourth Cause of Action**

18 *Failure to Provide Meal Periods and Pay Missed Meal Period Premiums*

19 *(Against All Defendants)*

20 97. Plaintiffs reallege and incorporate by reference all previous paragraphs.

21 98. Plaintiffs are informed and believe and thereon allege, that Defendants failed in their
22 affirmative obligation to provide their hourly non-exempt employees, including Plaintiffs and the other
23 Class Members, with all required meal periods in accordance with the mandates of the Labor Code and
24 the Applicable Wage Orders, for the reasons set forth herein above. Despite Defendants' violations,
25 Defendants have not paid an additional hour of pay to Plaintiffs and the other Class Members at their
26 respective regular rates of pay for each violation, in accordance with California Labor Code section
27 226.7.

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99. As a result, Defendants are responsible for paying premium compensation for meal period violations, including interest thereon, statutory penalties, and costs of suit pursuant to the Applicable Wage Orders and Labor Code sections 226.7 and 512, and Civil Code sections 3287, subdivision (b), and 3289. (See Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170.)

Fifth Cause of Action

Failure to Maintain Accurate Employment Records

(Against All Defendants)

100. Plaintiffs reallege and incorporate by reference all previous paragraphs.

101. Pursuant to California Labor Code section 1174, subdivision (d), an employer shall keep at a central location in the state or at the plants or establishments at which employees are employed, payroll records showing the hours worked daily by and wages paid to employees employed at the respective plants or establishments. These records must be kept in accordance with rules established for this purpose by the commission, but in any case shall be kept on file for not less than two years.

102. Labor Code section 1174.5 imposes a civil penalty of \$500 for an employer's failure to maintain accurate and complete records.

103. Defendant has intentionally and willfully failed to keep accurate and complete records showing the hours worked daily and wages paid to Plaintiffs and the other Class Members. Thus, Plaintiffs and the other Class Members have been denied their legal right and protected interest in having available at a central location at the plant or establishment where they are employed, accurate and complete payroll records showing the hours worked daily by, and the wages paid to, employees at those respective locations pursuant to Labor Code 1174.

Sixth Cause of Action

Failure to Pay Wages Timely during Employment

(Against All Defendants)

104. Plaintiffs reallege and incorporate by reference all previous paragraphs.

105. Labor Code section 200 provides that “wages” include all amounts for labor performed by employees of every description, whether the amount is fixed or ascertained by the standard of time, task, pieces, commission basis, or other method of calculation. Labor Code section 204 states that all

1 wages earned by any person in any employment are payable twice during the calendar month and must
2 be paid not more than seven days following the close of the period when the wages were earned. Labor
3 Code section 210, subdivision (a), makes employers who violate Labor Code section 204 subject to a
4 penalty of \$100 for any initial failure to timely pay each employee's full wages and \$200 for each
5 subsequent violation, plus 25% of the amount unlawfully withheld.

6 106. Labor Code section 216 establishes that it is a misdemeanor for any person, with regards
7 to wages due, to "falsely deny the amount or validity thereof, or that the same is due, with intent to
8 secure himself, his employer or other person, any discount upon such indebtedness, or with intent to
9 annoy, harass, oppress, hinder, delay, or defraud, the person to whom such indebtedness is due."

10 107. Defendants as a matter of established company policy and procedure in the State of
11 California, scheduled, required, suffered, and/or permitted Plaintiffs and the other Class Members, to
12 work without full compensation, to work without legally-compliant off-duty meal periods, to work
13 without legally-compliant off-duty rest periods, and thereby failed to fully pay Plaintiffs and the other
14 Class Members within seven days of the close of payroll, as required by law.

15 108. Defendants, as a matter of established company policy and procedure in the State of
16 California, falsely deny they owe Plaintiffs and the other Class Members these wages, with the intent
17 of securing for itself a discount upon its indebtedness and/or to annoy, harass, oppress, hinder, delay,
18 and/or defraud Plaintiffs and the other Class Members.

19 109. Defendants' pattern, practice, and uniform administration of its corporate policy of
20 illegally denying employees compensation, as described herein, is unlawful and entitles Plaintiffs and
21 the other Class Members to recover, pursuant to Labor Code section 218, the unpaid balance of the
22 compensation owed to them in a civil action and any applicable penalties, attorney fees, and interest
23 owed to them pursuant to Labor Code sections 210 and 218.5.

24 **Seventh Cause of Action**

25 *Failure to Pay All Wages Earned and Unpaid at Separation*

26 *(Against All Defendants)*

27 110. Plaintiffs reallege and incorporate by reference all previous paragraphs.

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1 111. The actionable period for this cause of action is three years prior to the filing of this
2 complaint through the present, and ongoing until the violations are corrected or the class is certified.
3 (*Pineda v. Bank of America, N.A.* (2010) 50 Cal.4th 1389, 1395; *Murphy v. Kenneth Cole Productions,*
4 *Inc.* (2007) 40 Cal.4th 1094, 1109; Code Civ. Proc., § 338, subd. (a).) Labor Code sections 201 and
5 202 of the California Labor Code require Defendants to pay all compensation due and owing to its
6 former employees (including the formerly-employed Class Members) during the actionable period for
7 this cause of action at or around the time that their employment is or was terminated, or ended.

8 112. Section 203 of the Labor Code provides that if an employer willfully fails to pay
9 compensation promptly upon discharge or resignation, as required by Sections 201 and 202, then the
10 employer is liable for penalties in the form of continued compensation up to thirty workdays.

11 113. Due to Defendants' faulty pay policies, those Class Members whose employment with
12 Defendants has concluded were not compensated for each and every hour worked at the appropriate
13 rate. Defendants have willfully failed to pay those formerly-employed Class Members whose sums
14 were certain at the time of termination within seventy-two hours of their resignation and have failed to
15 pay those sums for thirty days thereafter as required by Labor Code sections 201 through 203.

16 114. As a result, Defendants are liable to the formerly-employed Class Members for waiting
17 time penalties amounting to thirty days wages for the formerly-employed Class Members pursuant to
18 Labor Code section 203. (See, e.g., DLSE Manual, § 4.3.4 [failure to pay any sort of wages due upon
19 termination entitles an employee to recover waiting time penalties].)

20 **Eighth Cause of Action**

21 *Failure to Indemnify All Necessary Business Expenditures*

22 *(Against All Defendants)*

23 115. Plaintiffs reallege and incorporate by reference all previous paragraphs.

24 116. California Labor Code Section 2802 states that employers must "indemnify" an
25 employee for "all necessary expenditures or losses incurred by the employee in direct consequence of
26 the discharge of his or her duties, or of his or her obedience to the directions of the employer." Likewise,
27 Labor Code section 2804 states that "any contract or agreement, express or implied, made by any
28 employee to waive the benefits of this article or any part thereof, is null and void, and this article shall

1 not deprive any employee or his personal representative of any right or remedy to which he is entitled
2 under the laws of this State.”

3 117. Here, Plaintiffs and the other Class Members paid out of pocket for necessary business
4 expenditures incurred as a direct consequence and requirement of performing their job duties, including
5 the costs associated with their personal cell phone they required to perform their work. Despite knowing
6 that Plaintiffs and the other Class Members incurred these necessary business expenses, and requiring
7 Plaintiffs and the other Class Members to use such items, Defendants did not reimburse them.

8 118. Thus, Plaintiffs and the other Class Members are entitled to recover the cost of such
9 necessary business expenses, plus interest from the date each incurred such business expenses, plus
10 fees and costs. (Lab. Code, § 2802, subds. (b), (c).)

11 **Ninth Cause of Action**

12 *Failure to Furnish Accurate Itemized Wage Statements*

13 *(Against All Defendants)*

14 119. Plaintiffs reallege and incorporate by reference all previous paragraphs.

15 120. Labor Code section 226, subdivision (a), obligates employers, semi-monthly or at the
16 time of each payment to furnish an itemized wage statement in writing showing:

- 17 (1) The gross wages earned;
- 18 (2) The total hours worked by the employee;
- 19 (3) The number of piece-rate units earned and any applicable piece
20 rate if the employee is paid on a piece rate basis;
- 21 (4) All deductions, provided that all deductions made on written
22 orders of the employee may be aggregated and shown as one item;
- 23 (5) The net wages earned;
- 24 (6) The inclusive dates of the period for which the employee is paid;
- 25 (7) The name of the employee and only the last four digits of his or
26 her social security number or an employee identification number other
27 than a social security number;
- 28 (8) The name and address of the legal entity that is the employer; and

1 (9) All applicable hourly rates in effect during the pay period and the
2 corresponding number of hours worked at each hourly rate by the
3 employee.

4 121. As set forth above, Defendants issued and continues to issue wage statements to its non-
5 exempt employees including Plaintiffs and the other Class Members that are inadequate under Labor
6 Code section 226, subdivision (a). By failing to pay Plaintiffs and the other Class Members properly
7 as described above, Defendants failed to include required information on their wage statements,
8 including, but not limited to, the gross wages earned, the net wages earned in violation of Labor Code
9 section 226, subdivision (a).

10 122. Defendants' failure to comply with Labor Code section 226, subdivision (a), of the
11 Labor Code was knowing and intentional. (Lab. Code, § 226, subd. (e)).

12 123. As a result of Defendants' issuance of inaccurate itemized wage statements to Plaintiffs
13 and the other Class Members in violation of Labor Code section 226, subdivision (a), Plaintiffs and the
14 other Class Members are each entitled to recover an initial penalty of \$50, and subsequent penalties of
15 \$100, up to an amount not exceeding an aggregate penalty of \$4,000 per Plaintiff and per each Class
16 Member from Defendants pursuant to Labor Code section 226, subdivision (e), along with costs and
17 reasonable attorneys' fees.

18 **Tenth Cause of Action**

19 *Violations of California's Unfair Competition Law*

20 *(Against All Defendants)*

21 124. Plaintiffs reallege and incorporate by reference all previous paragraphs.

22 125. Defendants have engaged and continue to engage in unfair and/or unlawful business
23 practices in California in violation of California Business and Professions Code section 17200 through
24 17210, by committing the unlawful acts described above. Defendants' utilization of these unfair and
25 unlawful business practices deprived and continue to deprive Plaintiffs and the other Class Members
26 of compensation to which they are legally entitled. These practices constitute unfair and unlawful
27 competition and provide an unfair advantage over Defendants' competitors who have been and/or are
28 currently employing workers and attempting to do so in honest compliance with applicable wage and

1 hour laws.

2 126. Because Plaintiffs are victims of Defendants' unfair and unlawful conduct alleged
3 herein, Plaintiffs for themselves and on behalf of the Class Members, seeks full restitution of monies,
4 as necessary and according to proof, to restore any and all monies withheld, acquired and/or converted
5 by Defendants pursuant to Business and Professions Code sections 17203 and 17208.

6 127. The acts complained of herein occurred within the four years prior to the initiation of
7 this action and are continuing into the present and ongoing.

8 128. Plaintiffs were compelled to retain the services of counsel to file this Court action to
9 protect her interests and those of the Class Members, to obtain restitution and injunctive relief on behalf
10 of Defendants' current non-exempt employees and to enforce important rights affecting the public
11 interest. Plaintiffs have thereby incurred the financial burden of attorneys' fees and costs, which
12 Plaintiffs are entitled to recover under Code of Civil Procedure section 1021.5.

13 **Eleventh Cause of Action**

14 *Penalties Pursuant to the California Private Attorneys General Act of 2004*

15 *("PAGA") and Other Provisions of the California Labor Code*

16 *(Plaintiffs and the Aggrieved Employees Against All Defendants)*

17 129. Plaintiffs reallege and incorporate by reference all previous paragraphs.

18 130. Based on the above allegations incorporated by reference, Defendants violated
19 California Labor Code §§ 201, 202, 203, 204, 210, 226, 226.3, 226.7, 256, 510, 512, 1174,
20 1174.5, 1185, 1194, 1194.2, 1197, 1197.1, 1198, 1198.5, 1199, 2802, 2084, and others that may be
21 applicable; California Business and Professions Code sections 17200 through 17210 ("UCL"); and the
22 Applicable Wage Orders (Cal. Code of Regs., tit. 8, §§ 11040, 11050, 11170). As a result of the acts
23 alleged above, Plaintiffs seek penalties under California Labor Code §§ 2698–2699.6 because of
24 Defendants' violation of the California Labor Code and applicable IWC Wage Orders.

25 131. Under California Labor Code §§ 2699(f)(2) and 2699.5, for each such violation,
26 Plaintiffs and the Aggrieved Employees are entitled to penalties in an amount to be shown at the time
27 of trial subject to the following formula:

28 A. \$100 for the initial violation per employee per pay period; and

1 B. \$200 for each subsequent violation per employee per pay period.

2 132. These penalties shall be allocated seventy-five percent (75%) to the Labor and
3 Workforce Development Agency (LWDA) and twenty-five percent (25%) to the affected employees.
4 These penalties may be stacked separately for each of Defendants violations of the California Labor
5 Code. *See e.g. Hernandez v. Towne Park, Ltd.*, No. CV 12-02972 MMM (JCGx) 2012 U.S. Dist. LEXIS
6 86975, at *59, fn. 77 (C.D.Cal. June 22, 2012) (holding that although the plaintiff did not seek stacked
7 PAGA penalties, that “PAGA penalties can be ‘stacked,’ *i.e.*, multiple PAGA penalties can be assessed
8 for the same pay period for different Labor Code violations.”); *See Lopez v. Friant & Assocs., LLC*,
9 No. A148849, 2017 Cal. App. LEXIS 839, at *1 (Ct. App. Sep. 26, 2017) (“hold[ing] a plaintiff seeking
10 civil penalties under PAGA for a violation of Labor Code section 226(a) does not have to satisfy the
11 ‘injury’ and ‘knowing and intentional’ requirements of section 226(e)(1) and acknowledging that a
12 Plaintiffs could recover separately under PAGA for violations of Labor Code §§ 226(a) and 226(e)).

13 133. In addition, to the extent permitted by law, Defendants failed to provide Plaintiffs and
14 all aggrieved employees with accurate itemized wage statements in compliance with Labor Code §
15 226(a). Plaintiffs seek separate PAGA penalties for Defendants’ violations of Labor Code §§ 226(a)
16 and 226(e).

17 134. For violations of Labor Code § 226(a), Plaintiffs seek the default penalty provided by
18 Labor Code § 226.3. Labor Code § 226.3 provides that “[a]ny employer who violates subdivision (a)
19 of Section 226 shall be subject to a civil penalty in the amount of two hundred fifty dollars (\$250) per
20 employee per violation in an initial violation and one thousand dollars (\$1,000) per employee for each
21 violation in a subsequent citation, for which the employer fails to provide the employee a wage
22 deduction statement or fails to keep the required in subdivision (a) of Section 226.” Accordingly,
23 through PAGA and to the extent permitted by law Plaintiffs and the Aggrieved Employees are entitled
24 to recover penalties for violations of Labor Code § 226.3 and seeks default PAGA penalties for each
25 of Defendants’ numerous violations of Labor Code § 226(e).

26 135. Further, Plaintiffs, as Aggrieved Employees, need not demonstrate or prove that
27 Defendants’ conduct in refusing to provide accurate and itemized wage statements was knowing,
28 intentional, or willful.

1 136. Labor Code § 210 provides that “in addition to, and entirely independent and apart from,
2 any other penalty provided in this article, every person who fails to pay the wages of each employee as
3 provided in Sections...204...shall be subject to a civil penalty as follows: (1) For any initial violation,
4 one hundred dollars (\$100) for each failure to pay each employee; (2) For each subsequent violation,
5 or any willful or intentional violation, two hundred dollars (\$200) for each failure to pay each
6 employee, plus 25% of the amount unlawfully withheld.” As a result of the faulty compensation
7 policies and practices described in detail above, Plaintiffs and the other Aggrieved Employees are
8 entitled to recover penalties under Labor Code § 210 through PAGA.

9 137. Plaintiffs have complied with the procedures for bringing suit specified in California
10 Labor Code § 2699.3. and will have fully exhausted her administrative remedies under PAGA prior to
11 proceeding with the PAGA claim. On or about April 19, 2023, Plaintiff filed her PAGA Notice online
12 with the Labor Workforce Development Agency (“LWDA”) and sent a letter by certified mail to
13 Defendant setting forth the facts and theories of the violations alleged against Defendant, as prescribed
14 by Labor Code § 2698 *et seq.* As required by PAGA, Plaintiff submitted the \$75.00 filing fee with the
15 LWDA by regular mail. Pursuant to Labor Code § 2699.3(a)(2)(A), no notice was and/or will have
16 been received by Plaintiffs from the LWDA evidencing its intention to investigate within sixty-five
17 (65) calendar days of the postmark date of the PAGA notice. Plaintiffs are therefore entitled to
18 commence and proceed with a civil action pursuant to Labor Code § 2699.

19 **VII. DEMAND FOR JURY TRIAL**

20 138. Plaintiffs hereby demand trial by jury of Plaintiffs’ and the Class Members’ claims
21 against Defendants.

22 **VIII. PRAYER FOR RELIEF**

23 Plaintiffs pray for judgment for themselves and for all others on whose behalf this suit is brought
24 against Defendants, as follows:

- 25 1. For an order certifying the proposed class;
- 26 2. For an order appointing Plaintiffs as representatives of the class;
- 27 3. For an order appointing Plaintiffs’ counsel as counsel for the class;

28 ///

- 1 **4.** For the failure to pay all minimum wages, compensatory, consequential, general, and
2 special damages according to proof pursuant to Labor Code sections 1194, 1194.2,
3 1197, and others as may be applicable;
- 4 **5.** For the failure to pay all overtime wages, compensatory, consequential, general, and
5 special damages according to proof pursuant to Labor Code sections 204, 510, 1194,
6 1198, and others as may be applicable;
- 7 **6.** For the failure to provide rest periods and pay missed rest period premiums,
8 compensatory, consequential, general, and special damages according to proof pursuant
9 to Labor Code section 226.7;
- 10 **7.** For the failure to provide meal periods and pay missed meal period premiums,
11 compensatory, consequential, general, and special damages according to proof pursuant
12 to Labor Code sections 226.7 and 512;
- 13 **8.** For the failure to maintain accurate employment records, penalties pursuant to Labor
14 Code sections 226.3, 1174.5, and others that may be applicable;
- 15 **9.** For the failure to pay wages timely during employment, the unpaid balance of the
16 compensation owed to Plaintiffs and the other Class Members and any applicable
17 penalties owed to them pursuant to Labor Code section 210;
- 18 **10.** For the failure to pay all wages earned and unpaid at separation, statutory waiting time
19 penalties pursuant to Labor Code sections 201 through 203, for the Class Members who
20 quit or were fired in an amount equal to their daily wage multiplied by thirty days, as
21 may be proven;
- 22 **11.** For the failure to indemnify all necessary business expenditures, all unreimbursed
23 business expenses, and interest thereon, that are owed, pursuant to Labor Code section
24 2802, and attorney fees, pursuant to Labor Code section 2802, subdivision (c);
- 25 **12.** For the violations of California's Unfair Competition Law, restitution to Plaintiffs and
26 the other Class Members of all money and/or property unlawfully acquired by
27 Defendants by means of any acts or practices declared by this Court to be in violation
28 of Business and Professions Code sections 17200 through 17210;

- 1 **13.** For the claim of penalties pursuant to PAGA and other provisions of the California
2 Labor Code, a civil penalty in the amount of \$100 for the initial violation and \$200 for
3 each subsequent violation as specified in Labor Code section 2699, subdivision (f)(2),
4 in the representative action brought on behalf of Plaintiffs and the Aggrieved Employees
5 pursuant the Labor Code Private Attorneys General Act of 2004, and for civil penalties
6 available under Labor Code section 210;
- 7 **14.** Prejudgment interest on all due and unpaid wages pursuant to Labor Code section 218.6
8 and Civil Code sections 3287 and 3289;
- 9 **15.** On all causes of action for which attorneys' fees may be available, for attorneys' fees
10 and costs as provided by Labor Code sections 218.5, 226, Code of Civil Procedure
11 section 1021.5, and others as may be applicable;
- 12 **16.** For an order enjoining Defendants, and each of them, and their agents, servants, and
13 employees, and all persons acting under, in concert with, or for them, from acting in
14 derogation of any rights or duties adumbrated in this complaint; and
- 15 **17.** For such other and further relief, this Court may deem just and proper.

16 Dated: March 13, 2025

MELMED LAW GROUP P.C.

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19 **JONATHAN MELMED**

20 Attorney for Plaintiffs and the Putative Class
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PROOF OF SERVICE

STATE OF CALIFORNIA, COUNTY OF CONTRA COSTA

I am over the age of 18 years and am employed in the county of Los Angeles, State of California. I am not a party to this action. My business address is 1801 Century Park East, Suite 850, Los Angeles, CA 90067.

I declare that on the date hereof, March 13, 2025, I served the foregoing document(s) described as:

- **FIRST AMENDED CLASS AND PAGA REPRESENTATIVE ACTION COMPLAINT**

By causing a true copy thereof to be served on the following parties and/or individuals:

O'HAGAN MEYER LLP

Daniel H. Qualls

dqualls@ohaganmeyer.com

Jacquelyn A. Olivarez

jolivarez@ohaganmeyer.com

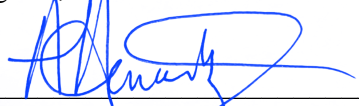
One Embarcadero Center, Suite 2100

San Francisco, CA 94111

[XX] BY ELECTRONIC TRANSMISSION. Pursuant to CCP section 1010.6(e), I caused such document to be served on this date by electronic transmission in accordance with standard procedures and to the email address listed. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful.

I declare under penalty of perjury under the laws of California that the above is true and correct. I further declare that I am employed in the office of a member of the bar of this court at whose direction the service was made.

Executed on March 13, 2025, in Los Angeles, California.



Alma Hernandez